

# **College of Southern Idaho Non-Traditional Educator Preparation (NTEP) Program**

**Senate Education Committee – March 9, 2021**

**Christina Linder, Director**

# Overview

- Designed specifically to assist rural districts in identifying, training, and retaining quality teachers
- Target population is career-changers and paraprofessionals
- Grounded in research resulting from the State Board's teacher pipeline workgroup
  - Program is affordable and accessible
  - Curriculum focuses on applying best practices in an on-the-job-training format
  - Each candidate is assigned a mentor to assist them throughout the program

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# Our Work

- Primarily work with “emergency hires” – Teachers of record who must teach full-time while earning certification. Delivery of curriculum is available to candidates on demand through our platform, though participation in the cohort is encouraged
- Five online modules – one per semester with a short summer class results in certification within two years
- Modules are designed around the *Framework for Teaching Clusters* in partnership with Charlotte Danielson, and aligned with Idaho Core Teaching Standards

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## Our Work (continued)

- Entire program cost is \$5,000 with half of the tuition set aside to compensate the candidate's mentor who is assigned to assist throughout the program
  - Program mentors are retired educators trained in instructional leadership
- Customizable based upon the candidate's previous experience; candidates can “challenge” participation in the cohort and move directly to Performance Assessments
- *Grow You Own* strand for place bound candidates, usually paraprofessionals, partnering with districts to meet future teaching demands

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# Our Partnerships

- Working in concert with Region 4 Superintendents, NTEP was granted a million-dollar *Industry Sector Grant* from the Idaho Workforce Development Council to build an online platform that will allow us to reach teachers in any part of the state
- Approved training program through Region 4 Department of Labor
- Partnering with Idaho Career Technical Education in training INSPIRE cohort candidates
- Partnering with four-year institutions to help paraprofessionals earn their Bachelor's degree to pursue a career in teaching

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## Our Partnerships (continued)

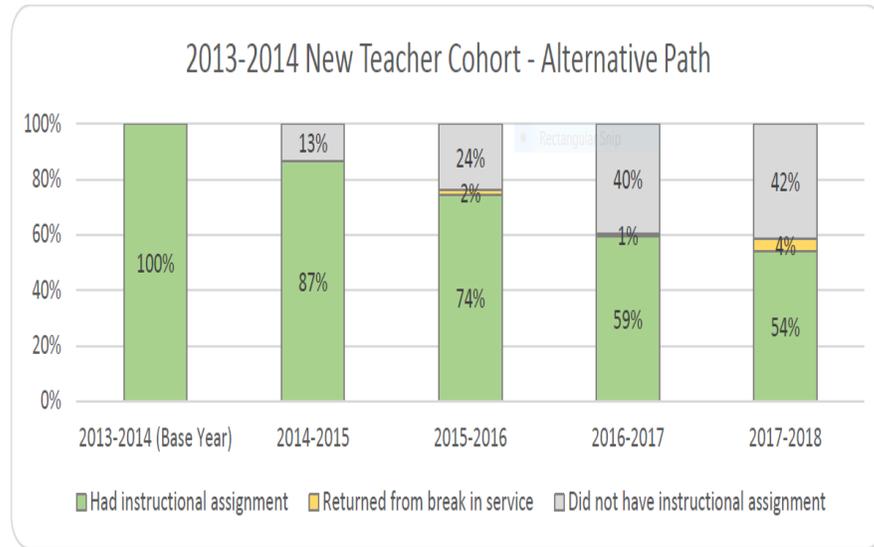
- Currently building a partnership with Idaho Business Education's Youth Apprenticeship Program (YAP) to create rural Grow Your Own programs
- School Partnerships in Progress – Conversations have begun with both rural districts and charter schools to begin building and controlling their own teacher pipelines:
  - Westside
  - Kuna
  - Jerome
  - Gem Prep Academy
  - Homedale
  - Elevate Academy
  - Fort Hall

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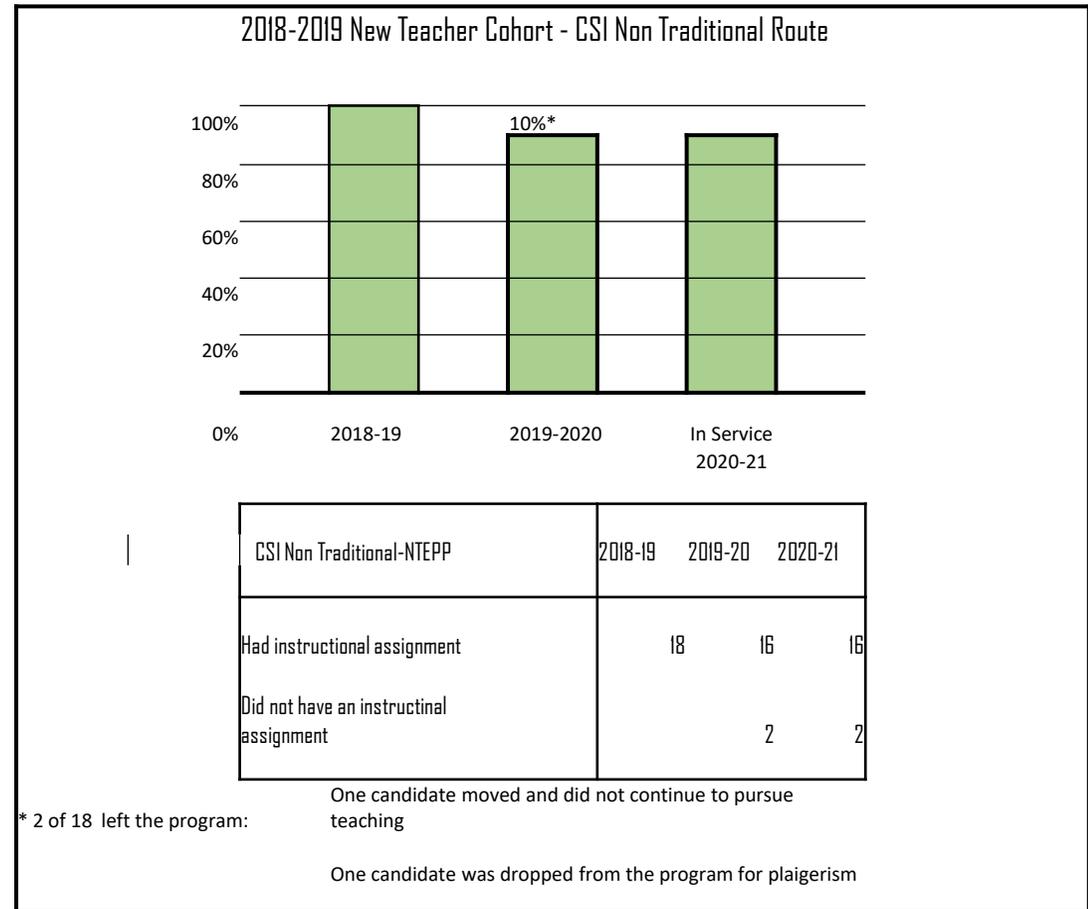
# Rewards and Challenges

- Growth: 18 candidates in Fall 2018 to over 150 candidates in the current cohort through word of mouth only
- Retention: At least 15 teachers stayed in the field by switching to the NTEP program from another nontraditional teaching route
  - Minimum replacement cost to districts per teacher is, at minimum, \$4,400 dollars; CSI has saved the state over \$65,000 in two years
- Collaboration: Districts are recognizing NTEP as a true partner in helping them identify candidates, assisting them in the applying for interim certification, and providing much needed mentoring support
- Funding Challenges: Because the program is certification only, it does not qualify for federal student loans

# Early Evidence of Retention



Alternative Path	2013-2014 (Base Year)	2014-2015	2015-2016	2016-2017	2017-2018
Had instructional assignment	113	98	84	67	61
Returned from break in service			2	1	5
Did not have instructional assignment		15	27	45	47



# Thank You!

For additional program information:

<https://www.csi.edu/education-department/non-traditional-educator-preparation-program/default.aspx>

Contact Information for Potential Candidates:

Program Coordinator – Katie Rhodenbaugh

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